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Equal Employment Opportunity Commission v. Amelco Electric San Francisco and Amelco Corporation

Judge Charles R. Breyer

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Equal Employment Opportunity Commission v. Amelco Electric San Francisco and Amelco Corporation

Keywords

EEOC, Amelco Electric San Francisco, 05-02492 MEJ, 06-3008 CRB, Consent Decree, Disparate Treatment, National Origin, Race, Religion, Sex, Hostile Work Environment, Utilities, Employment Law, Title VII

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13 UNITED STATES DISTRICT COURT
14
15 NORTHERN DISTRICT OF CALIFORNIA

16 EQUAL EMPLOYMENT OPPORTUNITY) Case No. 05-02492 MEJ and
17 COMMISSION,) Case No. 06-3008 CRB
18)
19 Plaintiff,)
20)
21 v.)
22)
23 AMELCO ELECTRIC SAN FRANCISCO) SETTLEMENT AGREEMENT
24 and AMELCO CORPORATION,) BETWEEN THE EQUAL
25) EMPLOYMENT OPPORTUNITY
26) COMMISSION AND AMELCO
27) ELECTRIC SAN FRANCISCO &
28) AMELCO CORPORATION; ORDER
Defendants.)

1 I. INTRODUCTION

2 A. Plaintiff Equal Employment Opportunity Commission ("Commission") filed
3 Case No. 05-02492 MEJ under Title VII of the Civil Rights Act of 1964, as amended, on
4 behalf of Carl McNair and a class of similarly situated individuals, alleging that Carl McNair
5 and class members were electricians working for Amelco Electric San Francisco and Amelco
6 Corporation (individually and collectively, "Defendants") when they were subjected to
7 harassing comments and/or disparate treatment due to their race, gender, religion and national
8 origin in violation of Title VII.

1 B. Case No. 06-3008 CRB was filed by the Commission on behalf of Susanna
2 Ortiz and a class of similarly situated electricians against Defendants Amelco Electric San
3 Francisco and Amelco Corporation. This action alleges that they were subjected to harassing
4 comments and/or disparate treatment due to their gender, race and/or national origin in
5 violation of Title VII.

6 C. Amelco Corporation and Amelco Electric S.F. Inc. (erroneously named as
7 Amelco Electric San Francisco), answered and denied all allegations of discrimination,
8 harassment and unlawful conduct in Case No.05-02492 MEJ.

9 D. Defendants were never served with Case No.06-3008 CRB, but received a copy
10 of the Complaint, and have alleged that it represents an abuse of EEOC process by the
11 Commission. The EEOC has mailed a Request for Waiver of Service of Case No.06-3008
12 CRB to Defendants' attorney of record.

13
14 The Commission and Defendants now seek to resolve both Case No. 05-02492 MEJ and
15 Case No.06-3008 CRB (individually and collectively, the "Actions") as to each other, and as to
16 all Class Members referenced in the Actions (individually and collectively, the "Class
17 Members"), without further contested litigation, through the instant Settlement Agreement.

18 19 II. NON-ADMISSION OF LIABILITY

20 This resolution does not constitute any admission of liability or any other act or fact on
21 the part of Defendants, nor constitute any finding one way or the other as to any allegations
22 stated in the Commission's Complaints, or in Defendants' Answer or allegations in or about the
23 Actions. This Settlement Agreement represents a good faith settlement of contested and
24 disputed claims.

25 26 III. GENERAL PROVISIONS

27 1. This Settlement Agreement constitutes a full and final resolution as against Defendants,
28 and each of them, of all claims in the Actions by and on behalf of the Commission and

1 by and on behalf of all Class Members.

2 2. This Settlement Agreement will be filed as an exhibit to Plaintiff EEOC's Notice of
3 Dismissal of the Actions.

4 3. This Settlement Agreement is final and binding on Defendants, the Commission and the
5 Class Members, and each of them, and their successors and assigns, and each of them.

6 4. The Commission, Class Members, and Defendants will each bear their own costs and
7 attorneys' fees in this action.

8
9 **IV. NON-RETALIATION**

10 5. The Defendants and their current officers, agents, employees agree not to retaliate
11 against Carl McNair, Susanna Ortiz and class members for having testified or
12 participated in any manner in the Commission's investigation and the proceedings in
13 these cases.

14
15 **V. MONETARY AND OTHER TERMS**

16 6. Upon execution of this Agreement, and subject to other conditions stated herein,
17 Defendants agree to pay a total of \$125,000.00 in settlement of the Actions.

18 (A) The specific allocation of these monies among Carl McNair, Susanna Ortiz
19 and/or other Class members shall be within the sole discretion of the EEOC, without
20 any input requested from or required of Defendants.

21 (B) Within ten days of the full execution of this Settlement Agreement by all
22 signatory Plaintiffs and Defendants, EEOC will notify Defendants' counsel of record, in
23 writing, of the allocation of all settlement monies, identifying recipient individuals and
24 amounts.

25 (C) Within twenty (20) days of Defendants' receipt of such notification,
26 Defendants will send checks (for the amounts and made payable to the persons specified
27 in the notification) via certified mail, Federal Express, or United Parcel Service delivery
28 to Commission attorney Raymond Cheung at the Commission's San Francisco District

1 Office – 350 The Embarcadero, Suite 500, San Francisco, California 94105.

2 Defendants will issue the appropriate tax documents (1099) directly to the payees at
3 addresses to be provided to Defendants by EEOC.

4 (D) Upon receipt of settlement checks totaling \$125,000, the Commission shall
5 send to Defendants' counsel of record a signed Notice of Dismissal with Prejudice of
6 the entirety of both Actions, which Defendants shall be responsible for filing with the
7 Court.

8 (E) The Commission shall not distribute any check to any specified individual
9 Class Member unless and until said individual signs a Release of Claims acceptable to
10 Defendants, which signed Releases of Claims the Commission shall thereafter send to
11 Defendants' undersigned counsel. If any individual refuses to sign their Release of
12 Claims form, their check shall be returned to Defendants, for reissuance of a check or
13 checks totaling that same amount to such other Class Member(s) as EEOC shall
14 designate, such reissued checks being subject to the same conditions set forth herein.

15 7. The EEOC agrees not to institute any civil or administrative proceeding or action
16 against Defendants, or either of them, or their officers, directors, employees, agents or
17 representatives, based in whole or in part on any act alleged in EEOC Charge Nos. 370-
18 2003-00215 and/or 370-2002-08472, respectively, filed by Carl McNair and Susanna
19 Ortiz, or any act alleged in the Actions, or either of them.

21 VI. RETENTION OF JURISDICTION AND DISMISSAL

22 8. For the purposes of enforcing the provisions of this Settlement Agreement, and pursuant
23 to *Kokkonen v. Guardian Life Ins. Co. of Am.*, 511 U.S. 375, 381-82 (1994) and
24 *Flanagan v. Arnaiz*, 143 F.3d 540, 543-44 (9th Cir. 1998), this Court will retain
25 jurisdiction of these two actions until Entry of the Dismissals with Prejudice of both
26 Case Nos. 05-02492 MEJ and Case No. 06-3008 CRB.

27 ///

28 ///

AMELCO ELECTRIC S.F. INC.,
erroneously named as AMELCO
ELECTRIC SAN FRANCISCO

Dated: 7-12-06

By

AMELCO CORPORATION

Dated: 7-14-06

By

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION

Dated: _____

By

WILLIAM R. TAMAYO
Regional Attorney

Dated: _____

By

DAVID F. OFFEN-BROWN
Supervisory Trial Attorney

Dated: _____

By

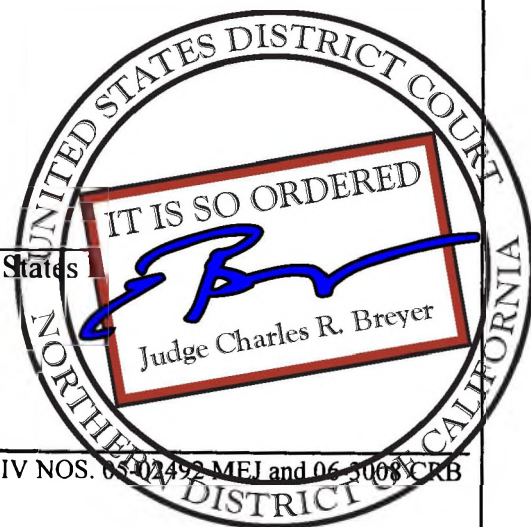
RAYMOND T. CHEUNG
Senior Trial Attorney

ORDER

It is so ordered.

Dated: August 21, 2006

United States



AMELCO ELECTRIC S.F. INC.,
erroneously named as AMELCO
ELECTRIC SAN FRANCISCO

Dated: _____

By _____


AMELCO CORPORATION

Dated: _____

By _____

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION

Dated: 7/18/06

By 

WILLIAM R. TAMAYO
Regional Attorney

Dated: 7/20/06

By 

DAVID F. OFFEN-BROWN
Supervisory Trial Attorney

Dated: 7/20/06

By 

RAYMOND T. CHEUNG
Senior Trial Attorney

ORDER

It is so ordered.

Dated: _____

United States District Judge